

## **The Board of Semcon AB (publ), corporate identity number 556539-9549 ("the company") evaluation report on remuneration to senior executives.**

The Board, which in its entirety makes up the company's remunerations committee, has carried out an evaluation that appears in 9.1, item 2 and 3 of the Swedish Code of Corporate Governance.

The evaluation concluded that the guidelines on remuneration to senior executives decided on by the Annual General Meeting in 2019 were followed during the year.

The evaluation also concluded that the company's variable remuneration to senior executives, remuneration structures and remuneration levels are appropriate and in line with market practice.

Göteborg, March 2020

Semcon AB [publ]

The Board